

CITY OF CHULA VISTA PACKAGE COUNTER PROPOSAL TO CVEA/SEIU 221

Date: June 17, 2013

The City hereby makes the following package offer to CVEA/SEIU, as found in the attached pages. The City reserves the right to modify, add, or delete any part of this proposal including withdrawing the package and reverting back to the last formal proposals on all open issues. This package offer includes the following subjects:

- Salary Adjustments
- Career Advancement [4.02]
- Holidays [3.05]
- Agency Shop
- Flex Benefits
- Bi-lingual Pay
- Shift Differential
- Compensatory Time

The City further agrees all previously TA'd items would be part of the final agreement.

**CITY OF CHULA VISTA PROPOSAL TO CVEA/SEIU 221
REGARDING SALARY ADJUSTMENTS**

PROPOSAL #____
DATE: June 10, 2013

CVEA/SEIU 221 PROPOSAL:

CVEA has proposed wage increases as set forth in their April 11, 2013 written proposal. The City countered with a wage increase proposal generally consisting of a percentage increase for those below 66% and a stipend of \$250. CVEA rejected the proposal and countered with its initial April 11, 2013 proposal. On June 6, 2013, the City countered with a 4 year offer, generally consisting of a percentage increase for those below 66% of market and a \$1000 stipend of all others in year 1, a reopener on wage increases, but if no reopener a \$1000 stipend, and in years 3 and 4, reopeners for wage increases. CVEA read through the offer and thereafter presented a written counter offer, consisting of a 1 year offer generally consisting of a 4% wage increase; changes to the medical flex benefits, and other terms. On June 11, 2013, the City presented a package counter offer generally consisting of a 2% across the board raise, a second year QWP or \$1000 stipend, and QWP in years 3 and 4 and other terms. CVEA countered with a one year contract with 3% across the board and other term.

CONCERN:

The City seeks to implement the compensation component of its Quality Work Force Program by providing a percentage increase in wages to those below the top middle one-third-market rate ("66% of market") and \$1000 stipends for others as set forth below.

CITY PROPOSAL:

City of Chula Vista proposal to CVEA/SEIU 221:

Section II [Compensation], Subsection A [Wages], Article 2.01 [Wages], paragraph shall now read:

I. Salary adjustments shall be made as follows:

A. For Fiscal-Year ("FY") 2013-14:

1. Starting the first full pay-period in July 2013, all CVEA/SEIU represented employees shall receive a 2% salary adjustment.
2. Stating the first full pay-period in January 2014 CVEA/SEIU represented employees shall receive salary adjustments as follows:
 - a. CVEA/SEIU represented employees in classifications identified by the City in attachment 1 shall receive a 2% salary adjustment.

- b. CVEA/SEIU represented employees in classifications identified by the City in attachment 2 shall receive a 1% salary adjustment.

B. For Fiscal-Year 2014-2015:

1. There shall be no automatic salary adjustments. However, the City would endeavor to in good faith, but cannot commit and is not required to, provide additional salary adjustments in FY 2014-15 based upon the City Manager's determination that salary adjustments are feasible based upon, but not limited to, consideration of the following financial indicators:
 - The Five Year Financial Forecast prepared by the Finance Department reflects a structurally balanced budget during the term of the next possible salary adjustment increases during the re-opener period set forth in this paragraph.
 - Assessed Value increased greater than the 2% CPI based on the most recent report from the County of San Diego.
 - General Fund total operating reserves have remained stable from the prior fiscal year.
 - Sales Tax Trends reflect average increases in the past three consecutive reporting periods when compared to the same reporting periods in the prior year.
- c. To allow for salary adjustment increases, the City may reopen the MOU at any time starting in the in the month of February 2014 for salary adjustment increases, that would be implemented during the FY 2014-2015 time period. If the city does not reopen the MOU pursuant to this section, CVEA/SEIU represented employees shall receive a one-time stipend in the amount of \$1000 at a date prior the end of the 2014 calendar year. This one-time stipend is not intended and does not meet the definition of compensation outlined in the California Code of Regulations and therefore is not reportable compensation to CalPERS.

D. MOU TERM: The MOU expires on June 30, 2015.

RESULT: The City's proposal moves towards its goal of increasing wages for those classifications that are below the top middle one-third of market rate (66% of market) as follows:

- (1) For Fiscal-Year 2013-14, all CVEA represented employees shall receive a 2% salary adjustment in July 2013 and for those below 66% of market there shall be percentage increases to salary.
- (2) For Fiscal-Year 2014-15, wage increases will be determined via a re-opener that is to be used for salary increases only, but if there is no reopener all CVEA/SEIU members will receive \$1000 stipend.

[End]

CITY OF CHULA VISTA PROPOSAL TO CVEA/SEIU 221
REGARDING CAREER ADVANCEMENT

PROPOSAL #____
DATE: June 10, 2013

ARTICLE 4.02 CAREER ADVANCEMENT

CURRENT LANGUAGE:

The City may designate entry-level groups of classifications which will be considered as career advancement classifications. Employees may be hired for a vacancy in the higher classification at the lower level classification, and not be required to undergo a promotional exam to advance to the higher position. The employee initially hired may qualify for certification to the higher position upon (1) successful performance for a minimum of one year in the lower position, (2) a positive recommendation by the Appointing Authority and (3) approval by the City Manager upon recommendation of the Human Resources Director. Upon advancement to the higher classification, the employee shall be compensated at the pay rate closest to, but not less than, he/she was compensated at in the lower class. The Human Resources Director shall advise the SEIU\CVEA representative on the status and usage of this Article upon request.

CONCERN:

Career advancements were not meant to be automatic advancements, but simply provided a manner for an otherwise satisfactory employee to be promoted, as needed, without going through the examination process. However, through time, there has been a tendency to promote automatically. Such a tendency fails to account for the fact that the City may not have the budget or need for staff at the higher-level classification. The City seeks to continue the process of permitting promotions without the examination process, given the employee's otherwise satisfactory performance, but promotions will be based on the City's budget and/or need for staff at the higher classification.

PROPOSED LANGUAGE:

Article 4.02. CAREER ADVANCEMENT

I. For CVEA/SEIU represented employees hired on or before June 30, 2013 the provision set forth in paragraph I.A shall apply.

A. The City may designate entry-level groups of classifications which will be considered as career advancement classifications. Employees may be hired for a vacancy in the higher classification at the lower level classification, and not be required to undergo a promotional exam to advance to the higher position. The employee initially hired may qualify for certification to the higher position upon (1) successful performance for a minimum of one year in the lower position, (2) a positive recommendation by the

Appointing Authority and (3) approval by the City Manager upon recommendation of the Human Resources Director. Upon advancement to the higher classification, the employee shall be compensated at the pay rate closest to, but not less than, he/she was compensated at in the lower class. The Human Resources Director shall advise the SEIU\CVEA representative on the status and usage of this Article upon request.

B. The provision set forth in paragraph I.A, above, shall not be construed under any circumstance as creating a vested right, neither expressly or impliedly. The City reserves its right to and may, like any other term, seek modify or terminate this provision in subsequent MOU's.

II. For CVEA/SEIU represented employees hired after June 30, 2013 the provision set forth in paragraph II.A shall apply.

A. The City ~~may designate~~ has designated certain classifications as career advancement classifications. ~~Employees may be hired for a vacancy in the higher classification at the lower level classification, and not be required to undergo a promotional exam to advance to the higher position.~~ Although employees are not required to undergo a promotional exam for advancement from the lower to higher classification designated as career advancement, *advancement to the higher classification will depend on an employee's qualifications and operational needs.*

An employee may qualify for advancement to a higher classification upon all of the following:

- *Successful completion of probationary period in lower classification*
- *Recommendation by his or her appointing authority*
- Approval by the City Manager, at the recommendation of the Human Resources Director.

Upon advancement to the higher classification, the employee shall be compensated at the pay rate closest to, but not less than, his/her ~~he/she was compensated at~~ compensation in the lower classification.

~~The Human Resources Director shall advise the SEIU\CVEA representative on the status and usage of this article upon request.~~

B. For CVEA/SEIU employees in the Maintenance Worker I/II and Gardener I/II series, they shall not be subject to paragraph II.A., but shall remain subject to paragraphs I.A and B, regardless of hire date.

RESULT:

Advancement to higher classification is based on an employee's qualifications and operational needs in order to ensure the utmost effective and efficient service delivery to the citizens of Chula Vista.

[END]

CITY OF CHULA VISTA PROPOSAL TO CVEA/SEIU 221
REGARDING HOLIDAYS

PROPOSAL #____
DATE: June 10, 2013

ARTICLE 3.05 HOLIDAYS

CURRENT LANGUAGE:

- I. Hard or Fixed Holidays for employees who work the traditional Monday through Friday work week will be celebrated on the day that City offices are closed. For the term of this agreement, the Holiday schedule is as follows:

**HARD HOLIDAYS
DATES CITY OFFICES ARE CLOSED**

| | FY 12/13 | FY 13/14 |
|---|-----------------|-----------------|
| INDEPENDENCE DAY | 7/4/12 | 7/4/13 |
| LABOR DAY | 9/3/12 | 9/2/13 |
| VETERANS' DAY | 11/12/12 | 11/11/13 |
| THANKSGIVING | 11/22/12 | 11/28/13 |
| DAY AFTER THANKSGIVING | 11/23/12 | 11/29/13 |
| CHRISTMAS | 12/25/12 | 12/25/13 |
| NEW YEARS DAY | 1/1/13 | 1/1/14 |
| MARTIN LUTHER KING, JR. BIRTHDAY | 1/21/13 | 1/20/14 |
| CESAR CHAVEZ DAY | 4/1/13 | 3/31/14 |
| MEMORIAL DAY | 5/27/13 | 5/26/14 |

Hard Holiday Pay

- A. Full time employees shall receive eight (8) hours pay at their regular hourly rate for each hard holiday. Permanent part-time employees shall receive holiday pay at their regular hourly rate in the proportion that such permanent part-time employment bears to full-time employment.

- B. For all employees (except for Library employees and full-time employees who work a 4-10 work schedule or a 9/80 work schedule) if a hard holiday falls on the employee's first regularly scheduled day off, the holiday will be recognized on the previous day; if it falls on the employee's second regularly scheduled day off, the holiday will be recognized on the following day. If the eligible employee must work on the day to be recognized as a hard holiday, the employee shall be paid overtime compensation in addition to the hard holiday pay.

Overtime compensation, in addition to the holiday pay, shall be paid to eligible employees who must work on any hard holiday.

- C. Employees who work a flexible schedule (a 9/80 or 4/10) and who cannot observe a normal holiday schedule:

1. If a hard holiday falls on the employee's regularly scheduled day off, the employee will receive eight (8) hours pay.
2. If a hard holiday falls on an employee's regularly scheduled work day and the employee takes that day off, he or she will receive eight (8) hours of holiday pay for that day and may use the appropriate number of hours of discretionary leave to supplement the eight-hours (8) of holiday time in order to reach 40-hours for that work week. Or, with supervisor approval, the employee may choose to work the appropriate number of hours during the week of the holiday in order to reach a total of 40 hours for that work week.
3. If an employee works a hard holiday, the employee will receive the appropriate holiday hours pay based on their established schedule plus time and one-half for each hour actually worked.
4. If a represented permanent part-time employee works on a day to be observed as a hard holiday, the employee will receive holiday pay corresponding to the employee's full time equivalent hours plus pay at time and one-half for each hour worked.
5. If a hard holiday falls on the regularly scheduled day-off of a permanent part-time employee or if a hard holiday falls on a regularly scheduled work day but his or her work site is closed in observance of the holiday, the employee shall receive holiday pay corresponding to the employee's part time equivalent hours.

For payment purposes, if a hard holiday falls on a Saturday or Sunday, the day of observance shall be the actual day of the

holiday for employees working a non-Monday-Friday flexible work schedule OR the day when the normal operations of his or her department or division are closed for those employees working a Monday-Friday flexible work schedule.

**HARD HOLIDAYS
DATES LIBRARIES ARE CLOSED**

| | | |
|--|-----------------|------------------|
| Christmas Eve | 12/24/12 | 12/24/13* |
| Christmas Day | 12/25/12 | 12/25/13 |
| New Year's Eve | 12/31/12 | 12/31/13* |
| New Year's Day | 1/1/13 | 1/1/14 |
| Martin Luther King, Jr. Birthday | 1/21/13 | 1/20/14 |
| Cesar Chavez Memorial | 4/1/13 | 3/31/14 |
| Memorial Day | 5/27/13 | 5/26/14 |
| * The library will close at 3pm on these days. | | |

| | | |
|-------------------------------|-----------------|-----------------|
| | FY 12/13 | FY 13/14 |
| Independence Day | 7/4/12 | 7/4/13 |
| Labor Day | 9/3/12 | 9/2/13 |
| Veterans' Day | 11/12/12 | 11/11/13 |
| Thanksgiving | 11/22/12 | 11/28/13 |
| Day After Thanksgiving | 11/23/12 | 11/29/13 |

III. Library staff in represented classifications shall receive the same paid holidays that other CVEA represented employees receive (Article 3.05, Section I). If the City desires to have the Library remain open on any days during a holiday weekend, the Library management will make every attempt to use temporary personnel for staffing. For the purposes of this section, the term "holiday weekend" is defined as the Saturday and Sunday following a City recognized hard holiday which falls on a Friday; the Saturday and Sunday proceeding a City recognized hard holiday which falls on a Monday; the Saturday and Sunday following Thanksgiving Day; or any weekend on which a City recognized hard holiday falls. If staff requests and management approves, or management requires any bi-weekly rate (full-or part-time) employees to work during a holiday weekend, the employees shall receive time and one-half pay or compensatory time off.

IV. Floating Holidays

A. Effective the first pay period in July of each fiscal year of this MOU,

employees shall be credited with eight (8) hours floating holiday time each for Lincoln's Birthday, Washington's Birthday, and Admission Day. Permanent part-time employees paid at a bi-weekly rate shall be credited floating holiday time in the proportion that such part-time employment bears to full-time employment. Employees may take floating holiday time at their discretion, subject to staffing needs and with the approval of their Appointing Authority.

1. CVEA employees will receive one additional "Floating Holiday" for the term of this contract.

B. Floating Holiday Use - Employees using floating holiday time before the holiday passes and subsequently leaving City service will be charged for such time. Employees who do not use their floating holiday time before June 30 of the fiscal year will lose such time. The smallest unit of time chargeable to floating holiday time is one half hour.

CONCERN:

An alternate holiday schedule for library employees creates staffing challenges, impacts the department's budget, and, in turn, affects the effective and efficient service delivery to the citizens of Chula Vista.

PROPOSED LANGUAGE:

- I. ~~Hard or Fixed~~ Holidays for employees who work the traditional Monday through Friday work week will be celebrated on the day that City offices are closed. For the term of this agreement, the following are the recognized hard holidays: ~~Holiday schedule is as follows:~~

~~HARD HOLIDAYS~~
~~DATES CITY OFFICES ARE CLOSED~~

| | |
|------------------------------------|--|
| INDEPENDENCE DAY | JULY 4TH |
| LABOR DAY | 1ST MONDAY IN SEPTEMBER |
| VETERANS' DAY | NOVEMBER 11TH |
| THANKSGIVING DAY | 4TH THURSDAY IN NOVEMBER |
| DAY AFTER THANKSGIVING | |
| CHRISTMAS DAY | DECEMBER 25TH |
| NEW YEAR'S DAY | JANUARY 1ST |
| MARTIN LUTHER KING, JR. DAY | 3RD MONDAY IN JANUARY |
| CESAR CHAVEZ DAY | MARCH 31ST |
| MEMORIAL DAY | LAST MONDAY IN MAY |

Hard Holiday Pay

- A. Full time employees shall receive eight (8) hours pay at their regular hourly rate for each hard holiday. Permanent part-time employees shall receive holiday pay at their regular hourly rate in the proportion that such permanent part-time employment bears to full-time employment.
- B. For all employees (except for Library employees and full-time employees who work a 4-10 work schedule or a 9/80 work schedule) if a hard holiday falls on the employee's first regularly scheduled day off, the holiday will be recognized on the previous day; if it falls on the employee's second regularly scheduled day off, the holiday will be recognized on the following day. If the eligible employee must work on the day to be recognized as a hard holiday, the employee shall be paid overtime compensation in addition to the hard holiday pay.

Overtime compensation, in addition to the holiday pay, shall be paid to eligible employees who must work on any hard holiday.

- C. Employees who work a flexible schedule (a 9/80 or 4/10) and who cannot observe a normal holiday schedule:
 - 1. If a hard holiday falls on the employee's regularly scheduled day off, the employee will receive eight (8) hours pay.
 - 2. If a hard holiday falls on an employee's regularly scheduled work day and the employee takes that day off, he or she will receive eight (8) hours of holiday pay for that day and may use the appropriate number of hours of discretionary leave to supplement the eight-hours (8) of holiday time in order to reach 40-hours for that work week. Or, with supervisor approval, the employee may choose to work the appropriate number of hours during the week of the holiday in order to reach a total of 40 hours for that work week.
 - 3. If an employee works a hard holiday, the employee will receive the appropriate holiday hours pay based on their established schedule plus time and one-half for each hour actually worked.
 - 4. If a represented permanent part-time employee works on a day to be observed as a hard holiday, the employee will receive holiday pay corresponding to the employee's full time equivalent hours plus pay at time and one-half for each hour worked.
 - 5. If a hard holiday falls on the regularly scheduled day-off of a permanent part-time employee or if a hard holiday falls on a regularly scheduled work day but his or her work site is closed in

observance of the holiday, the employee shall receive holiday pay corresponding to the employee's part time equivalent hours.

For payment purposes, if a hard holiday falls on a Saturday or Sunday, the day of observance shall be the actual day of the holiday for employees working a non-Monday-Friday flexible work schedule OR the day when the normal operations of his or her department or division are closed for those employees working a Monday-Friday flexible work schedule.

**HARD HOLIDAYS
DATES LIBRARIES ARE CLOSED**

| | | |
|--|-----------------|------------------|
| Christmas Eve | 12/24/12 | 12/24/13* |
| Christmas Day | 12/25/12 | 12/25/13 |
| New Year's Eve | 12/31/12 | 12/31/13* |
| New Year's Day | 1/1/13 | 1/1/14 |
| Martin Luther King, Jr. Birthday | 1/21/13 | 1/20/14 |
| Cesar Chavez Memorial | 4/1/13 | 3/31/14 |
| Memorial Day | 5/27/13 | 5/26/14 |
| * The library will close at 3pm on these days. | | |

| | | |
|-------------------------------|-----------------|-----------------|
| | FY 12/13 | FY 13/14 |
| Independence Day | 7/4/12 | 7/4/13 |
| Labor Day | 9/3/12 | 9/2/13 |
| Veterans' Day | 11/12/12 | 11/11/13 |
| Thanksgiving | 11/22/12 | 11/28/13 |
| Day After Thanksgiving | 11/23/12 | 11/29/13 |

- III. ~~Library staff in represented classifications shall receive the same paid holidays that other CVEA represented employees receive (Article 3.05, Section I). If the City desires to have the Library remain open on any days during a holiday weekend, the Library management will make every attempt to use temporary personnel for staffing. For the purposes of this section, the term "holiday weekend" is defined as the Saturday and Sunday following a City recognized hard holiday which falls on a Friday; the Saturday and Sunday proceeding a City recognized hard holiday which falls on a Monday; the Saturday and Sunday following Thanksgiving Day; or any weekend on which a City recognized hard holiday falls. If staff requests and management approves, or management requires any bi-weekly rate (full or part time) employees to work during a holiday weekend, the employees shall receive time and one half pay or compensatory time off.~~

IIV. Floating Holidays

A. Effective the first pay period in July of each fiscal year of this MOU, employees shall be credited with eight (8) hours floating holiday time each for Lincoln's Birthday, Washington's Birthday, and Admission Day. Permanent part-time employees paid at a bi-weekly rate shall be credited floating holiday time in the proportion that such part-time employment bears to full-time employment. Employees may take floating holiday time at their discretion, subject to staffing needs and with the approval of their Appointing Authority.

1. CVEA employees will receive one additional "Floating Holiday" for the term of this contract.

B. Floating Holiday Use - Employees using floating holiday time before the holiday passes and subsequently leaving City service will be charged for such time. Employees who do not use their floating holiday time before June 30 of the fiscal year will lose such time. The smallest unit of time chargeable to floating holiday time is one half hour.

RESULT:

A consistent holiday schedule ensures the utmost effective and efficient service delivery to the citizens of Chula Vista.

CITY OF CHULA VISTA PROPOSAL TO CVEA/SEIU 221
REGARDING AGENCY SHOP

PROPOSAL #____
DATE: June 10, 2013

CVEA/SEIU PROPOSAL:

CVEA/SEIU proposed that the City agree to Agency Shop. The City declined, citing that the decision should be made via vote. CVEA/SEIU now counters with a Modified Agency Shop wherein only new employees would be subject to Agency Shop, but that current employees would not be subject to Agency Shop. The City submits the following response.

CONCERN:

The decision to join a bargaining unit and become a member is a personal choice and should be made via vote.

PROPOSAL:

The City declines the Modified Agency Shop.

RESULTS:

CVEA/SEIU represented employees retain the right to vote on Agency Shop.

**CITY OF CHULA VISTA PROPOSAL TO CVEA/SEIU 221
REGARDING FLEX BENEFITS**

PROPOSAL #____
DATE: June 10, 2013

CVEA/SEIU PROPOSAL:

CVEA/SEIU submitted a Flex Benefits proposal May 9, 2013. Thereafter, CVEA/SEIU submitted a modified proposal on June 6, 2013. The City submits the following in response.

CONCERN:

The currently provides among the highest level Flex Benefits. Costs for providing such benefits are continually increasing. In addition, under the Federal Affordable Health Care act, the City may be subject to a federal tax if its benefits hit a certain level. Given the costs for providing the benefit, it would not be financial prudent to change the flex benefits at this point.

PROPOSAL:

The City declines the Flex Benefit Proposal. However, the City proposes that the Flex Benefit amount for Employee Only and those employees covered by another City employee be fixed at the amount provided in calendar year 2013 (\$11,886). The flex amount for Employee + 1 and Employee + Family will be adjusted under the current 50/50 cost sharing formula.

RESULTS:

The status quo is maintained in Flex Benefits.

CITY OF CHULA VISTA PROPOSAL TO CVEA/SEIU 221
REGARDING BI-LINGUAL PAY

PROPOSAL #____
DATE: June 10, 2013

CVEA/SEIU PROPOSAL:

CVEA/SEIU submitted a bi-lingual pay proposal to double the current \$100 amount to \$200. The City submits the following in response.

CONCERN:

The City must be effective, efficient, and prudent in the use of City funds.

PROPOSAL:

The City declines the bi-lingual pay proposal.

RESULTS:

CVEA/SEIU employees continue to receive bi-lingual pay as currently set.

**CITY OF CHULA VISTA PROPOSAL TO CVEA/SEIU 221
REGARDING SHIFT DIFFERENTIAL**

PROPOSAL #____
DATE: June 10, 2013

CVEA/SEIU PROPOSAL:

CVEA/SEIU submitted a proposal regarding shift differential on May 16, 2013.

CONCERN:

The City must be effective, efficient, and prudent in the use of City funds.

PROPOSAL:

The City declines CVEA/SEIU's proposal regarding Shift Differential Pay. However, the City proposes adding the following to Article 2.11 as section II and renumbering subsequent sections:

- II. In addition to their regular salary, PSO's and Dispatchers regularly assigned to the graveyard shift shall receive shift differential pay in the amount of \$100 per pay period (one time per pay period) ("Graveyard Differential"). PSO's and Dispatchers receiving Graveyard Differential shall not receive any other form of shift differential pay. A PSO and/or Dispatcher who is temporarily assigned to grave yard shift (including overtime), but not regularly assigned, shall not receive the shift differential pay stated in this paragraph, but may be eligible for shift differential as set forth in Section I.

Dispatchers shall be deemed to be working graveyard shift if they (1) work for four or more days in a two week pay period and (2) the majority of their shift is worked during the time period between 12 am and 6 am. PSO's shall be deemed to be working graveyard if they (1) work four or more days in a two week pay period and the majority of their shift during the time period between 10 pm and 6 am."

RESULTS:

PSO's and Dispatchers have their shift differential increased for working on graveyard shift.

CITY OF CHULA VISTA PROPOSAL TO CVEA/SEIU 221
REGARDING COMPENSATORY TIME

PROPOSAL #____
DATE: June 10, 2013

CITY PROPOSAL:

The City submitted a proposal regarding Compensatory Overtime wherein the current language is changed to permit the City to determine whether to pay compensatory time or to pay pat overtime.

CONCERN:

Excessive leave balances impacts the ability to carry out it duties to the public in that, among other things, if employees are unavailable duties go unperformed or other employees must be hired on an overtime basis.

PROPOSAL:

The City withdraws its proposal to change the current compensatory time and the current language remains in place.

RESULTS:

The City concedes the issue. However, the City reserves its right to modify or terminate the compensatory time term in future MOU's.

2% Salary Adjustment

Position

CIVILIAN BACKGROUND INVESTIGTR
POLICE SERVICES OFFICER
ANIMAL CONTROL OFFICER
REGISTERED VETERINARY TECH
RANGE MASTER
AUTOMATED FINGERPRINT TECH
EVIDENCE CONTROL ASST
COMMUNITY SERVICE OFFICER
POLICE COMM RELATIONS SPEC
TRAINING PROGRAMS SPEC
PARKING ENFORCEMENT OFFICER
FACILITY & SUPPLY SPECIALIST

1% Salary Adjustment

Position

CUSTODIAL SUPERVISOR
EQUIPMENT OPERATOR
MAINTENANCE WORKER II
GARDENER II
LEAD CUSTODIAN
SR MAINTENANCE WORKER
SR GARDENER
LOCKSMITH
PLUMBER
HVAC TECHNCIAN
ELECTRICIAN
SR HVAC TECHNICIAN
ELECTRONICS TECHNICIAN
PUMP MAINTENANCE SUPERVISOR
TREE TRIMMER SUPERVISOR
PUBLIC WORKS SUPERVISOR
SIGNING&STRIPING SUPERVISOR
PARKS SUPERVISOR
TRAFFIC DEVICES TECH SUPV
TRAFFIC DEVICES TECH
CUSTODIAN
ADMIN ANALYST II
PUBLIC SAFETY ANALYST
SR ANIMAL CARE ASSISTANT
ANIMAL ADOPTION COUNSELOR
VETERINARY ASSISTANT
LIBRARIAN III
LIBRARIAN II
TELECOMMUNICATIONS SPECIALIST
PROJECT COORDINATOR II
ASSOCIATE PLANNER
LANDSCAPE PLANNER II
RECREATION SUPERVISOR II
AQUATIC SUPV II
RECREATION SUPERVISOR III
AQUATIC SUPV III